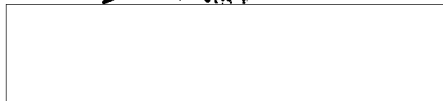


~~SECRET~~

25X1



3 March 1980

MEMORANDUM FOR: Director of Personnel Policy, Planning,
and Management

25X1

FROM:

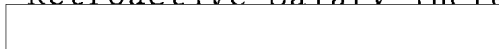


Chief, SIS Support Staff

25X1

SUBJECT:


Retroactive Salary Increase for Messrs.



REFERENCE:

Memorandum for D/OPPPM from DDS&T dated
31 January 1980; Subject: Same

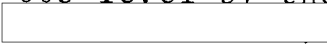
25X1

1. Messrs.  converted from
SPS-002 (\$49,485) to SIS-2 (\$49,499) on 4 November 1979,
with an annual increase of \$14. Had these officers'
salaries been increased to the SPS-003 level, their pay
would be \$50,112.50.

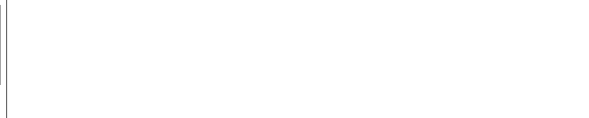
2. This conversion was consistent with the Agency
policy that officers converting to SIS would not be
reduced in base salary. However, Sub-System 2 of the SIS
Plan states that:

"All individuals who are 'on board' on the initial
date of implementation of the SIS system and hold SG
rank, SPS rank and those at EP-V and EP-IV levels
will be offered 'conversion' membership in SIS.
(Acceptance of such conversion membership shall not
cancel, alter or curtail any administration or
other actions affecting such members that were in
effect or in process at the time of conversion.)"

25X1

3. Both of these officers were recommended for salary
increases to the SPS-003 level by the DDS&T Career Service
Board. According to  DDS&T Personnel Officer,
this board action was taken on 19 October 1979. Forms 1152
(Requests for Personnel Action) were then prepared on
22 October 1979 requesting their advancement to SPS-003.
These were submitted to the D/OPPPM on 13 November 1979
along with recommendation memorandums signed by the DDS&T.
The salaries of both officers had last been increased to
the SPS-002 level on 29 January 1978.

25X1

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~~SECRET~~

25X1

25X1

25X1

SUBJECT: Retroactive Salary Increase for Messrs. [REDACTED]

25X1

4. [REDACTED] states that it is the Director of Personnel's responsibility to approve recommendations from Deputy Directors for "promotions" to SPS steps 2-4 and steps 6-8 and processing appropriate personnel actions. The DCI approves SPS promotion steps 4 to 5 and 8 to 9. Based on the existing approval authority, advancement from SPS-002 to SPS-003 is considered equivalent to a step increase, even though past career service practice was to treat advancement from SPS-002 to SPS-003 as a promotion. The primary point would seem to be that these pay adjustment actions were set in motion before the 4 November 1979 SIS conversion date (and also before the 31 December cutoff we informally considered for supergrade PSI's).

25X1

5. It is recommended that you approve the attached pay adjustment actions for [REDACTED] increasing their salary levels from \$49,499 to \$50,112.50 effective 4 November 1979.

25X1

Attachments:

Memorandums for D/OPPPM
from DDS&T
Forms 1152

25X1

~~SECRET~~

3/4/80

TO: (Name, office symbol, room number, Building, Agency/Post)	Initials	Date
1. EA/PPPM	4 MAR 1980	K
2.		
3. DD/PPPM	4 MAR 1980	M
4.		
5. D/PPPM	5 MAR 1980	[Signature]

Action	File	Note and Return
Approval	For Clearance	Per Conversation
As Requested	For Correction	Prepare Reply
Circulate	For Your Information	See Me
Comment	Investigate	Signature
Coordination	Justify	

REMARKS

6. Chief, SIS/SS
 my covering memo sets forth
 (for the future record) the reasons
 why we believe the recommended
action is appropriate.

Recommend you sign both
pay adjustment actions plus the
two individual memos and the covering
memo from the DDS&T (recommend the latter
be annotated to show "approved effective 4 November 1979.")

DO NOT use this form as a RECORD of approvals, concurrences, disposals, clearances, and similar actions

FROM: (Name, org. symbol, Agency/Post)	Room No.—Bldg.
C/SIS/SS	Phone No.

~~SECRET~~


25X1



3 March 1980

MEMORANDUM FOR: Director of Personnel Policy, Planning,
and Management

FROM:


Chief, SIS Support Staff

STAT


SUBJECT: Retroactive Salary Increase for Messrs.

25X1



REFERENCE: Memorandum for D/OPPPM from DDS&T dated
31 January 1980; Subject: Same


25X1

1. Messrs.  converted from
SPS-002 (\$49,485) to SIS-2 (\$49,499) on 4 November 1979,
with an annual increase of \$14. Had these officers'
salaries been increased to the SPS-003 level, their pay
would be \$50,112.50.

2. This conversion was consistent with the Agency
policy that officers converting to SIS would not be
reduced in base salary. However, Sub-System 2 of the SIS
Plan states that:

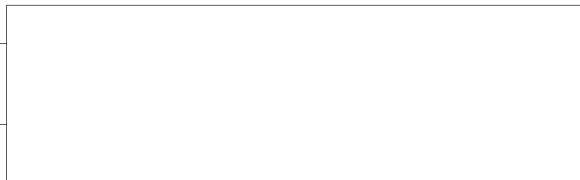
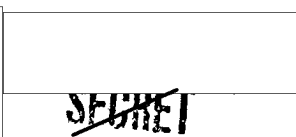
"All individuals who are 'on board' on the initial
date of implementation of the SIS system and hold SG
rank, SPS rank and those at EP-V and EP-IV levels
will be offered 'conversion' membership in SIS.
(Acceptance of such conversion membership shall not
cancel, alter or curtail any administration or
other actions affecting such members that were in
effect or in process at the time of conversion.)"

25X1

3. Both of these officers were recommended for salary
increases to the SPS-003 level by the DDS&T Career Service
Board. According to  DDS&T Personnel Officer,
this board action was taken on 19 October 1979. Forms 1152
(Requests for Personnel Action) were then prepared on
22 October 1979 requesting their advancement to SPS-003.
These were submitted to the D/OPPPM on 13 November 1979
along with recommendation memorandums signed by the DDS&T.
The salaries of both officers had last been increased to
the SPS-002 level on 29 January 1978.

25X1

25X1

~~SECRET~~

~~SECRET~~

25X1

25X1
25X1

SUBJECT: Retroactive Salary Increase for Messrs. [REDACTED]
[REDACTED]

25X1

4. [REDACTED] states that it is the Director of Personnel's responsibility to approve recommendations from Deputy Directors for "promotions" to SPS steps 2-4 and steps 6-8 and processing appropriate personnel actions. The DCI approves SPS promotion steps 4 to 5 and 8 to 9. Based on the existing approval authority, advancement from SPS-002 to SPS-003 is considered equivalent to a step increase, even though past career service practice was to treat advancement from SPS-002 to SPS-003 as a promotion. The primary point would seem to be that these pay adjustment actions were set in motion before the 4 November 1979 SIS conversion date (and also before the 31 December cutoff we informally considered for supergrade PSI's).

25X1

5. It is recommended that you approve the attached pay adjustment actions for Messrs. [REDACTED] increasing their salary levels from \$49,499 to \$50,112.50 effective 4 November 1979.

25X1

Attachments:

Memorandums for D/OPPPM
from DDS&T
Forms 1152

25X1

~~SECRET~~
2

~~SECRET~~

80-218

REFERENCE

DDS&T-437/80

31 JAN 1980

MEMORANDUM FOR: Director, Office of Personnel Policy,
Planning, and Management

FROM: Leslie C. Dirks
Deputy Director for Science and Technology

SUBJECT: Retroactive Salary Increase for
Messrs. [redacted]
[redacted]

1. Included in the DDS&T submissions for the most recent supergrade (SIS) promotion exercise were promotion recommendations from SPS002 to SPS003 for Messrs. [redacted]. Unfortunately, these recommendations (attached) became entwined with Senior Intelligence Service (SIS) conversion procedures and could not be accommodated in the new system, i.e., there was no equivalent in the SIS for going from SPS002 to SPS003.

2. Given the accommodations made in converting to the SIS to ensure that no one was adversely affected financially, I feel that these two individuals were treated somewhat unfairly. The SIS system was amended to permit entry of certain GS-15 officers at pay levels above the SIS-1 base pay, and in my view both Messrs. [redacted] deserve similar considerations. Each was evaluated and recommended for essentially in-grade advancement at a time when the SIS conversion process was still under study. The recommendations were forwarded at the same time as the GS-15 officers cited above, but accommodations were made only for the latter.

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25X1 SUBJECT: Retroactive Salary Increase for Messrs. [REDACTED]
25X1 [REDACTED]

25X1 Thus, in my view Messrs. [REDACTED] were unable
to receive the advancement they earned and deserve.

25X1 3. In view of the foregoing circumstances, I recommend
you approve a retroactive pay adjustment effective 13 January
1980 for Messrs. [REDACTED] increasing their
salaries from \$49,499 to \$50,112.50 within SIS-2. I believe
such action would be consistent with the spirit of the SIS
and accomplish what was originally intended with the initial
promotion recommendation..

25X1 [REDACTED]
Leslie C. Dirks

Attachments:
as stated

*APPROVED:

25X1 [REDACTED]

Director, Office of Personnel Policy,
Planning, and Management

4 MAR 1980

Date

*Effective 4 November 1979.

~~SECRET~~

FEES 80-718

DDS&T-5395/79

19 NOV 1979

MEMORANDUM FOR: Director of Personnel

FROM : Leslie C. Dirks
Deputy Director for Science and Technology

SUBJECT : Recommendation for Promotion of
[redacted] to SPS-003

1. Paragraph four of this memorandum contains a recommendation for your approval.

2. The DDS&T Career Service Board has recommended the promotion of [redacted] to SPS-003.

[redacted] is presently assigned as Chief, O/DDS&T, Planning and Resources Staff, encumbering a GS-16 position.

[redacted] During his Agency career, [redacted] has been awarded two Certificates of Distinction for superior work on intelligence projects and was promoted to his current level in January 1978. His performance throughout his Agency career has been superior and in the

~~SECRET~~



~~SECRET~~

SUBJECT: Recommendation for Promotion of
[redacted] to SPS-003

face of additional complex responsibilities associated with his current assignment, he has responded in an exemplary fashion. Based on his past performance and demonstrated potential, he is more than qualified for promotion to SPS-003.

4. It is recommended that you approve the promotion of [redacted] to SPS-003.

[redacted]
for Leslie C. Dirks

Attachments:

Narrative bio profile/color photo
Form 1152
Biographic profile
2 Current fitness reports
Official personnel file

APPROVED:

[redacted]
Director of Personnel

4 MAR 1980

Date

DDS&T-5396/79
Page 2

~~SECRET~~

25X1

80119
DDS&T-1495-79

13 NOV 1979

MEMORANDUM FOR: Director of Personnel

FROM : Leslie C. Dirks
Deputy Director for Science and
Technology

SUBJECT : Recommendation for Promotion of
[redacted] to SPS-003

25X1

1. Paragraph four of this memorandum contains a recommendation for your approval.

2. The DDS&T Career Service Board has recommended the promotion of [redacted] to SPS-003. [redacted] is presently assigned as a senior scientist in the Analytical Methodology Research Division, Office of Research and Development (AMRD/ORD) in a position which has been approved at the SPS level. He has been detailed to membership in the Agency's Information Handling Task Force.

25X1
25X1

25X1



This document is downgraded to
upon removal of enclosure.

Admin.-Int. Use Only

~~SECRET~~

~~SECRET~~

25X1 Subject: Recommendation for Promotion of [redacted]
25X1 [redacted] to SPS-003

25X1 performance which contributed significantly to the
25X1 mission of ORD. [redacted] was promoted to an SPS-002
25X1 in January 1978. Since his last promotion [redacted]
has made exceptional contributions to the research and
application of advanced analytical concepts to
information processing and analysis in ORD. His most
recent fitness report confirms that he has performed
in a Strong overall manner, based on Strong management
and Outstanding technical skills. On the basis of his
25X1 past performance and his future potential, [redacted]
qualifies for promotion to SPS-003.

25X1 4. It is recommended that you approve the promotion
25X1 of [redacted] to SPS-003.

for Leslie C. Dirks *U*

Attachments: Biographic Profile
2 current fitness reports
Form 1152
Official Personnel File
Narrative Bio Profile/Color Photo

The recommendation contained in paragraph four is approved:

25X1 [redacted]
Director of Personnel

3/4/80
Date

25X1

~~SECRET~~

USE ONLY

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

STAT Retroactive Salary Increase for Messrs. [redacted]

FROM:

STAT Deputy Director for
Science and Technology

EXTENSION

NO.

PERS 82-718

DATE

31 Jan 80

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

RECEIVED

FORWARDED

1. Director, Office of
Personnel Policy,
and Management

1 JAN 1980

DDP
for DEF

5E-56 Hqs

3.

4.

C/S PD

1 FEB 1980

5.

C/SIS/SS

12 Feb

14 Feb

Agw

6.

D/PPPM

7.

8.

9.

ACTION

SPD

SUSPENSE

8 Feb 80

10.

11.

12.

13.

14.

Seems to me SSSS stuff should stay out - I have no idea how all was accomplished now were/are we involved in any way w/ SIS.

5 to 6: see attached presentation
Agw



FORM 3-62

610

USE PREVIOUS EDITIONS



SECRET



CONFIDENTIAL



INTERNAL USE ONLY



UNCLASSIFIED

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

STAT Recommendation for Promotion of [redacted] to SPS-003

FROM: Deputy Director for Science and Technology

EXTENSION [redacted]

NO. PERS 20-718

DATE 13 NOV 1979

TO: (Officer designation, room number, and building)	DATE		OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
	RECEIVED	FORWARDED		

1.	Director of Personnel			
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				
11.				
12.				
13.				
14.				
15.				

2&T REG

ROUTING AND RECORD SHEET

STAT
STAT

SUBJECT: (Optional) RECOMMENDATION FOR PROMOTION OF
[redacted] 0 SPS-003 PERS 80-718

FROM: DDS&T
6E45 Hqs.
EXTENSION [redacted] NO. DDS&T-1495-79
DATE 6/6/10

TO: (Officer designation, room number, and building)	DATE		OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
	RECEIVED	FORWARDED		
1. D/PERS 5E13 Hqs.				
2.				
3.				
4.				
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12.				
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